

Skills Time™

Monthly E-Newsletter by Rubber Skill Development Council

First Rubber Skills Meet 2014 at Ludhiana Inaugurated by Hon'ble Minister of Industries & Commerce of Punjab Government Shri Madan Mohan Mittal

With the aim to find solutions for bridging the gap between the skills available vs skills required in the rubber industry, the **Rubber Skill Development Council (RSDC) organised its first Rubber Skills Meet (RSM) in Ludhiana, with the theme "A dialogue to promote skill development", the Rubber Skills Meet-2014.**

This provided a platform to industrialists to share their challenges and jointly find a way ahead. Rubber Skill Development Council (RSDC) is focusing on skills development for the rubber sector across the country to align industry manpower needs with the skilling initiatives; RSDC will be organizing RSM, across India.



"Punjab government is focusing and is committed to develop skilled manpower"

Hon'ble Chief Guest Shri Madan Mohan Mittal
Minister of Industries & Commerce, Punjab Government

youth employable. The training programs will boost employability and channelize productivity of youth." Punjab government is taking various initiatives in skilling more manpower that is needed for the development of industries in Punjab. Mr. Mittal also felicitated and distributed the certificates to the students who have been recently certified by RSDC.

Mr. Simon welcomed Minister of industries and commerce and chief secretaries of Punjab government and thanked them for being a part of first rubber skills meet in Ludhiana. He mentioned that their presence justifies the importance of skill development in the state of Punjab and their commitment to the growth of the rubber industry. He shared the growth of the rubber sector and presence of rubber industry in Indian states, majority of companies are present in five states i.e. TN, Kerala, Mah, UP and Punjab, in which Punjab is in top five states with maximum number of manufacturing units.



Pic: Hon'ble chief guest awarded certificate to RSDC certified trainees

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"I urge the representatives from the industry to share their training requirement to help RSDC for the benefit"



Mr. Vinod Simon, Chairman RSDC

"I would like to take this opportunity to urge industry in Ludhiana on two aspects, firstly, if RSDC activity has to be successful we need industries support, you must come forward and tell us what is the specification of trained manpower, standards, profile that students must have, we need your inputs to design programs that capture your needs. Secondly, I urge the industry to take benefit of the trainings that is available to you in your state and this is by far one of the best vocational training which our country has ever done in the past" he said.

Shri A R Talwar, Principal Secretary of Punjab Government, Department of Technical Education & Industrial Training and Information Technology shared his views on the importance of skill development. He said "I am delighted to know and it is an eye opener for us that we have good number of rubber industries in Punjab state both in the tyre and non tyre segment. So far we use to think that Kerala is only state where rubber is produced and used for manufacturing".



"There is a scope of skilling the manpower for the rubber sector and"

Shri A R Talwar, Principal Secretary of Punjab Government, Department of Technical Education & Industrial Training and Information Technology

There is a scope of skilling the manpower for the rubber sector and we offer the support to develop the curriculum and introduce few courses both at the ITI and polytechnic level" Mr. Talwar also, offered to introduce to short term courses for the manpower already working in the industries. He offered RSDC's affiliated training partners to use ITI infrastructure and trainers at Ludhiana and Jalandhar to train the trainees for the rubber industry.

Mr. Karan A. Singh, Principal Secretary Government of Punjab, Department of Industries & Commerce congratulated rubber industry and all the association who got together to form RSDC, as it is a path breaking initiative for the sector in india.

India. "Perhaps it is the first in India to do so in the rubber sector and RSDC is a pioneer in skill development for the sector", he added. He also mentioned about industrial investment policies and schemes introduced by state government for skill development.

"I congratulate rubber industry & rubber associations on formation of RSDC....."



Mr. Karan A. Singh, Principal Secretary Government of Punjab, Department of Industries & Commerce

Mr. M L Gupta, MD Vinko Auto Industries & GC member RSDC said, "For our sector to achieve high levels of economic growth, we must work together to invest in trainings and skills development to achieve our vision of a skilled and capable workforce to support an inclusive growth path. I am confident that RSDC will provide a unique opportunity for our sector to achieve its goals through an integrated education and training system".



"Skill development in rubber sector is the need of the hour..."

Mr. M L Gupta, MD Vinko Auto Ind & GC member RSDC



Ms. Anupama Giri, CEO RSDC made a presentation during the event and shared the initiatives taken by RSDC for the skill development for the rubber sector. "There is a huge mismatch in the existing education and industry requirement. The reason for the same is lack of infrastructure available and pedagogical practices in the existing training institutes. RSDC urges the industry to share their training requirements with RSDC" she said.

"There is a huge mismatch in the existing education and industry requirement...."



Ms. Anupama Giri, CEO RSDC

Industry Testimonial

"I would like to thank and appreciate the initiatives taken by Rubber Skill Development Council (RSDC) for, addressing the critical issue of skilled manpower in the rubber industry. The trainings imparted by RSDC affiliated training partner LabourNet for various job roles had been of high standard and relevant to the respective job roles. We can see the impact of trainings on trainees in area of quality of production, behavioral and discipline in the shop floor. Look forward for much more success in the future as well."

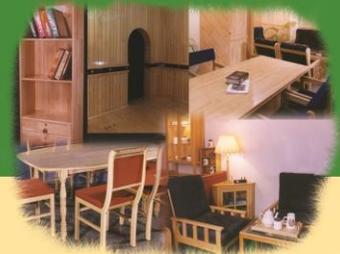
**Chandra Shekhar Sharma
Manager HR, Poddar Tyres**

INDIA RUBBER MEET 2014



Indian Rubber Meet 2014 held on 20th & 21st Feb, 2014 at Kochi. IRM 2014 was a historic international event for the Indian rubber sector that has provided a forum for all the stakeholders of the rubber fraternity enabling networking and deliberation on future business opportunities.

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Panelist on the Dias during the panel discussion

An interactive panel discussion held during RSM on "Building Skills, Bridging Gaps": **Industry manpower challenges being faced by industry and addressing skill development expectation of all the stakeholders.** Ms. Anupama Giri moderated the session and heard the view points of our eminent panelist.

What are the issues and challenges being faced in your industry with respect to availability of the manpower and training of employees and how you recruit people on the shop floor?



Mr. Sanjeev Pahwa, MD Ralson India Ltd

Mr. Pahwa - Specifically speaking of rubber industry in Punjab and particularly in Ludhiana, one of biggest issue we are facing is that the labour primarily are migrant and very few percentage of manpower is from Punjab, 80-90% are coming from outside the state, those people are not stable as they learn and move back to their native place in some years. The question here arises as to how we develop skills and how we retain the skills in our industry and another point is the availability of trainers in the sector who can train the worker. The people we hire for the shop floor have not seen the industry ever and that people we try to train on the shop floor by supervisor to teach them how to operate the machine and other processes. We feel there are huge gaps that need to be addressed and we are trying to put things in place within the organization with the help of RSDC.

Ms. Gayathri – what Mr. Pahwa said is very correct there is a concern of non-availability of trainers in the industry and that's why labourNet has built a pool of trainers, one of the strategy labournet adopted is that, we appoint trainers who are domain experts from the industry and train them on teaching skills i.e. teach them to how to teach. This is very relevant strategy for labournet and has worked out very well for us.



What do you think are the challenges faced and what support you look from the industry?

There are three things we see from training provider prospective is that there are small industry that we cluster in different way as they do not require full time trainers and for them we can arrange a *Trainer on call* kind of mechanism as and when required and trainers can be rotated to fulfill the need of the industry. For medium industry, we can design and devise the program that is specific to them. Another thing labourNet started, looking at the ground reality that there is no labour available in the state. LabourNet planned to set up up centers in the state of MP, UP, WB, and Chattisgarh to bring in youth who are interested to work in rubber sector to train them on the site and make them familiar with the shop floor and industry ready.



Ms. Gayathri, CEO LabourNet



Mr. Vinod Simon, Chairman RSDC

How can RSDC work together with government, industry, SSC and TP, so that all stakeholders can join hands and walk together on the path of progress?

One of the key areas is making availability of COE in the Punjab state, Punjab government has offered RSDC to use ITI infrastructure to start and encourage industry to come forward to manage the ITI's by providing the necessary equipments and TP's to take charge of trainings. Another similar project taken has already been taken by RSDC with Kerala govt to provide vocation training across schools, the same program called JRT can be implemented in Punjab state as well. Under this course, students passing out with JRT are having basic rubber and industry knowledge, can be appointed as intern in the industry or go for further studies in vocational trainings or diploma/B.tech. It is the program that will create a pool of youth who are interested and brought in the sector in the earlier age that will help them to acquire relevant skills and benefit the industry of having skilled manpower.

IL&FS have been involved in trainings for quite a long time and worked with various big companies, so how do you think national standards can add value to the industrial progress?

National standards have given a solution and confidence here wherein all the stakeholders can walk on the common platform that we need to achieve. I would like to share a case, IL&FS collaborated with Trident group that is in the textile industry in Ludhiana, in which industry provided infrastructure and IL&FS invested on machinery. It is a blended model where we provide classroom training as well as practical training; at the end of it trainee gets an employment in the industry itself. Another point linked with it is the skill incentives attached with the salary, based on NOS skills grade that motivates trainee from day one to achieve that skill level and on the other side employer has less attrition rate because of rewarding scheme. This can also be an apt model for the rubber sector as there are two pain areas of every sector i.e. retention and attrition.



Praveen Bansal Regional Manager IL & FS

Current Trainings

Job role	Trainee Enrolled	Trainee Trained
Compression Moulding Operator	567	354
Extruder Operator	161	81
Injection Moulding Operator	99	54
Internal mixer Operator	33	33
Mill Operator	216	71
Tyre Building Operator-CV	68	68
Tyre Moulding Operator	402	337
	1546	998

➤ **RSDC invites the rubber Companies to come forward with training manpower requirements at shop floor.**

Please send us your training manpower requirements by writing to: lijo.joseph@rsdcindia.in

RSDC organized its first meet at Ludhiana under the banner of Rubber Skills Meet 2014; objective of the meet was to create awareness about the recent developments in the skill arena for Rubber Sector and benchmarking best practices for the training providers. RSM was attended by members of industry associations, representatives from training organizations, government, industry leaders, innovators and other stakeholders involved in skill development. The purpose of the meet was to strengthen our vocational education system and identify skills and training can help to address the big challenge of shortage of skilled manpower in the Rubber Sector.

The active participation from the industry and academicians proved the need and significance of the skill development in the rubber sector. During the meet, participants discussed current trends and challenges of skilled manpower and RSDC offered adoption of new ways and methods to fulfill the skill gaps. RSDC also requested the industry to analyze and share feedback on what needs to improve in RSDC training and skill development programs. RSDC's affiliated training partners shared best practices in skills development and training space followed by them. LabourNet, RSDC affiliated TP also offered to introduce a program by the name of "Trainer on call" to cater the need of small and medium industry who do require full time trainings programs. Punjab government also offered to extend infrastructure of ITI's in Ludhiana and Jalandhar to start training programs. We are overwhelmed by the response of RSM Ludhiana shown by government, rubber industry and training providers in the state of Punjab. The Rubber Skills Meet provided a unique opportunity to collectively find solutions to overcome major problem of the unavailability of skilled manpower that affects productivity and growth in the sector.



**Ms. Anupama Giri,
CEO RSDC**

RSDC also urged the industry to share their training requirements with RSDC and affiliated training partners of RSDC. RSDC will take it further and conduct an RPL of the trainees before enrolling them for any program. Since rubber sector faces a complex situation of non-availability of training infrastructure in the sector, hence we urge the industry to adopt innovative ways of trainings, and permit practical trainings to happen on shop floor in collaboration with RSDC affiliated training partners.

I once again thank and congratulate all the stakeholders for the grand success of RSM Ludhiana. I am also pleased to announce, that next RSM will be held in Chennai, we invite industry and training partners to participate and be a part of skill development mission for the rubber sector.



Mr. Vinod Simon
Chairman, RSDC

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